



*Superior Court of California
County of San Luis Obispo*
Benefits at a Glance
Technical Unit 18

Pay Practices

FICA	6.20%	FICA wages up to \$106,800 max
Medicare	1.45%	Medicare wages with no maximum
Overtime	Non-Exempt	
Compensating Time Off	1.5 x's each hr worked	
Pay Days	Biweekly	

Leave Provisions

Sick Leave	12 days/yr	2080 hrs (260 days max accrual). Paid out @ 50% up to 90 days; 5 years of service required
Sick Leave Exchange for Vac	80 hrs for 40 hrs	Per calendar year. Must maintain a 30-day balance; 5 years of services required
Holiday Pay	13 days/yr	
Personal Leave	1 day	Per fiscal year
Vacation (320 hrs cap)	10 days/yr	Beginning of service to end of fourth year
	15 days/yr	Beginning of fifth year to end of ninth year
	20 days/yr	Over ten years of service; maximum payoff of 320 hrs
Jury Leave	Regular rate of pay	Regular pay while on jury duty/cannot claim jury pay
Military Leave	30 days	Per fiscal year
Bereavement Leave	3 days	Per occurrence
Witness Pay	Regular rate of pay	Serving as a witness in a case relating to the employee's job

Benefits

Cafeteria Contribution	\$660 mo	\$515/mo without medical coverage
Health Insurance		Coverage for domestic partners (employee & eligible dependents)
Vision Insurance		Optional for employee
Dental Insurance		Optional for employee
Basic Life Insurance	\$30,000	Employer paid policy
Supplemental Life Insurance		Employee paid/optional
Dependent Life Insurance		Employee paid/optional
Long Term Disability Insurance	66 2/3% of salary	90 day waiting period
Workers' Compensation		
Deferred Compensation	Pretax deduction	Optional for employee
Flexible Spending Accounts	Pretax deduction	Per plan year: Medical \$5,000; Dependent Care \$5,000
State Disability Insurance	1.1%	Employee paid weekly benefits based on highest quarter earnings
Tuition Reimbursement	\$300/fiscal year	
Employee Assistance Program (EAP)		Employer paid

Retirement

Court Retirement Contribution	18.73%	Rate x Hourly Rate x Hours worked
Court Pickup of Emp. Retirement	7.74%	Rate x Hourly Rate x Hours worked

Holidays

January 1st
 Third Monday in January (Dr. Martin Luther King, Jr. Day)
 February 12th
 Third Monday in February
 March 31st (Cesar Chavez Day)
 Last Monday in May
 July 4th
 First Monday in September
 Second Monday in October
 November 11th
 Fourth Thursday in November (Thanksgiving Day)
 The Friday following Thanksgiving Day
 December 25th
 Any day appointed by the Governor for a public fast, thanksgiving or holiday

Updated: 12/05/2008